

CENTRAL INTELLIGENCE AGENCY
EQUAL EMPLOYMENT OPPORTUNITY REPORT
FY 1987

MINORITY AND FEMALE RECRUITMENT

During FY 1987 the Central Intelligence Agency continued its commitment to recruit and retain minority and female employees. We hired [] minorities, compared to [] in FY 1986, and [] women, compared to [] last fiscal year. The results of our broadened and intensified equal employment opportunity efforts are enumerated below.

UPWARD MOBILITY

The Agency Upward Mobility Program offers career opportunities to technical and clerical employees at grades GS-09 and below. From the program's inception in FY 1980 through FY 1987, we have moved 126 employees into technical and officer positions. We placed 12 employees in FY 1987.

FY 1980-86

| | | |
|-------|--------|-----------|
| Black | Female | 10 |
| | Male | 5 |
| White | Female | 68 |
| | Male | <u>31</u> |
| TOTAL | | 114 |

FY 1987

| | | |
|-------|--------|----------|
| White | Female | 5 |
| | Male | 2 |
| Black | Female | 4 |
| | Male | <u>1</u> |
| TOTAL | | 12 |

OTHER SPECIAL PROGRAMS

Four Agency programs--Undergraduate Student Scholar, Summer Fellowship, Minority Undergraduate, and Minority Symposium--directly support our minority recruitment effort. They are expanding our recruitment feeder groups and networks at the Historically Black Colleges and Universities (HBCUs), predominantly Hispanic schools in the southwest, and other schools with significant minority enrollments.

~~SECRET~~

SECRET

Undergraduate Student Scholar Program

In response to Section 506 of the Intelligence Authorization Act of FY 1987, the Agency developed an undergraduate training program that will lead to baccalaureate degrees and intelligence careers for high school students interested in and capable of developing skills critical to the Agency's mission. This new program, designed particularly for minorities and the disabled, provides tuition assistance and CIA work experience to students pursuing intelligence-related studies with the understanding that they will become full-time CIA employees upon graduation. The first 11 minority participants, six more than our initial goal, began the program in September 1987. We plan to continue this program in FY 1988.

Summer Fellowship Program

This program, which began in 1980, provides faculty members and administrators who work at HBCUs productive summer assignments at CIA. They, in turn, serve as supportive contacts for the Agency when they return to their schools. In FY 1987, 11 participants from 10 colleges and universities took part in the program.

Minority Undergraduate Program

This program, now in its third year, allows promising minority undergraduates to receive an early introduction to the Agency through a summer work experience linked to their formal academic studies. It also affords the Agency an opportunity to evaluate potential future employees and recommend course work that will prepare them for Agency careers. The number of participants increased from six in 1986 to 16 in FY 1987. In addition to assignments in the Directorate of Intelligence, we now offer work opportunities in the Directorates of Administration and Science and Technology.

Minority Symposium

In April 1987, the Agency sponsored its second "Minority Symposium," attracting 35 minority students and 10 placement representatives from 10 colleges and universities. The students were enrolled in computer science, engineering, economics, and political science programs at HBCUs and two universities with high Hispanic representation. We presented a series of in-depth briefings concerning the Agency's mission and objectives. Nine of these students currently are being processed for the Minority Undergraduate Program. We plan to hold another Minority Symposium in FY 1988.

SPECIAL TRAINING

The Agency continues to sponsor an array of special training courses to assist managers and employees in reaching our equal employment opportunity goals.

SECRET

SECRET

In FY 1987 the Urban Awareness Seminar was offered nine times, reaching approximately 250 employees. Since 1980 we have contracted with Dr. Charles King, President of the Urban Crisis Center in Atlanta, Georgia, to conduct these seminars to help participants develop a better understanding of how racial, cultural, and other differences can affect day-to-day working relationships.

Our Federal Women's Program sponsored 26 runnings of three training courses--the Professional Women's Course, the Professional Men's Course, and the new Women's Executive Leadership Development Course--reaching some 600 students. These courses provide substantive training, information, and role experiences from different perspectives to teach leaders of both sexes to understand and accommodate gender differences and leadership styles in the work place.

In FY 1987 the Office of Equal Employment Opportunity (EEO) offered a pilot running of a new EEO for Managers Course. This one-day program focuses on the responsibility of the manager in preventing and correcting problems that lead to discrimination complaints. The course was attended by 40 employees who are managers or in some way affect employees' careers. We intend to offer the course three times in FY 1988.

The Office of Logistics--one of our principal employers of wage grade workers and minorities--has devised a Blue Collar Midcareer Course, which is similar to the Agencywide course for professional employees. The Blue Collar course is intended to provide a broadening experience and new insights on career opportunities for workers with demonstrated potential for advancement. In the first two runnings of the course, some 30 percent of the participants were women and minorities. This high level of minority and female participation is expected to continue.

TABLES

Attached are tables showing the distribution of employees, FY 1987 hiring, and statistics for employees entering on duty.

SECRET

Declassified in Part - Sanitized Copy Approved for Release 2012/08/15 : CIA-RDP90-00530R001002400001-9

Page Denied

Next 4 Page(s) In Document Denied